



Detroit ISD

District of Innovation Plan

January 2018 - December 2022

Renewal: January 2022 – December 2026

Updated 10/01/2024- Planning Committee

<i>Member Name</i>	<i>Representation</i>	<i>Campus</i>
Shawn Beck	Parent	HS
Carrie Archer	CTE	High School
Lezlie Carrell	Teacher	Middle School
Hannah Lillis	Teacher	Middle School
Deanna Wood	Teacher	Elementary
Kandi Raulston	Teacher	Elementary
Christie Welch	Principal	Elementary
Lindsey Miller	Principal	High School
Taylor Blevins	Parent	Elementary
Meagan Brown	Parent	Middle School
Elizabeth Henderson	Principal	Middle School
Jan Bell	Counselor	District
Heather Hamm	Parent	Middle School
Henry Sharp	Superintendent	District

Overview: House Bill 1842 passed in the 84 Texas Legislative Session, provides an opportunity for Texas public school districts to modify state requirements at the local level to better meet the needs of their unique student populations in order to prepare them for success and lifelong learning . As a District of Innovation, Detroit ISD wishes to implement an Innovation Plan with increased flexibility and freedom necessary to personalize learning experiences. As a District of Innovation, Detroit ISD intends to utilize the opportunity to enact maximum local control and design local policies as needed to best meet the needs of our students, employees, and community.

Term

The District of Innovation Plan will become effective January 2018 and will remain in effect for five years, through December 2022, unless terminated or amended earlier by the Board of Trustees of Detroit in accordance with the law. The District of Innovation Planning Committee will monitor the effectiveness of the plan and recommend to the Board of Trustees any suggested modifications to the plan.

Timeline

Time line	Activity/Task
November 13, 2017	Board of Trustees to pass a resolution to begin District of Innovation (DOI) Plan
December 7 , 2017	DOI Committee meets to discuss DOI plan
December 18, 2017	Detroit Board of Trustees to hold a public hearing on the District of Innovation
December 19, 2017	Meeting with DOI committee to determine DOI Plan
December 19 , 2017	District of Innovation Plan Voted on by DOI Committee
December 20 , 2017	District of Innovation Plan posted to Detroit ISD website for 30 days
December 20 , 2017	District of Innovation plan submitted to the Commissioner of Education.
January 22 , 2018	Detroit Trustees vote on the District of Innovation Plan
	Update all policy changes with TASB once Approved
April 6, 2021	District Improvement Committee met and reviewed updated plan for TEA resubmission
July 8, 2021	DOI posted to web for 30 days
August 9, 2021	DISD Board of Trustees approves revised plan
January 20, 2022	District Improvement Committee met and amended plan.
February 23, 2022	DISD Board of Trustees approved amended plan.
December 2, 2024	District Improvement Committee met and amended plan
January 13, 2025	DISD Board of Trustees approves revised plan

1. School Start Date

(EB LEGAL) (TEC 25.0811)

Current

Students may not begin school before the 4th Monday of August. TEC 25.0812 states that a school district may not schedule the last day of school for students for a school year before May 15th.

Proposed

The flexibility of start date allows Detroit ISD to determine locally, on an annual basis, what best meets the needs of the students and local community. It also offers the below opportunities:

- An improved balanced instructional calendar which will benefit students as well as teachers.
- Students participating in Dual Enrollment opportunities will work with balanced semesters, which align with our local colleges.
- An early start date permits additional time for instruction prior to the state assessments.
- The District will determine, on an annual basis, when each school year will begin and end.

2. Submitting Waivers for Kindergarten - Grade 4 Class Size

(EEB LEGAL) (TEC 25.111) (TEC 25.112) (TEC 25.113)

Currently

according to state law. When a class exceeds this limit, the district must complete a waiver with the Texas Education Agency. Along with the waiver, school districts are required to send letters to each parent in classes that exceed the 22:1 ratio.

Proposed

Detroit ISD intends to remain within the education code guidelines regarding class size, but we are seeking local control to manage increases in class sizes to provide the best learning environment for our students in Kindergarten - 4th grades. If increasing class sizes is needed, Detroit ISD also seeks relief from the parent notification requirement.

3. Teacher Certification

(DK LEGAL, DK LOCAL, DK EXHIBIT) (TEC 21.003)

Currently

In the event a district cannot locate a certified teacher for a position or a teacher is teaching a subject outside their certification, the district must submit a request to the Texas Education Agency. TEA then approves or denies this request.

Proposed

In order to best serve Detroit students, decisions on certifications will be handled locally.

- **Currently Certified Teachers:** The campus Principal may submit to the Superintendent a request to allow a certified teacher to teach one subject out of their certified field. The Principal must specify in writing the reason for the request and document what credentials the certified teacher possess which qualify him/her to teach the subject.
- **Industry Based Teacher:** An individual with experience in a CTE field could be eligible to teach a vocational skill or course through a local teaching certificate (ex, medical/law enforcement). The Principal will submit the request to the Superintendent with all the individual's credentials. The Superintendent will then approve the request if the individual will be an asset to Detroit students. The Superintendent will then report this action to the Board of Trustees prior to the individual beginning employment. These individuals will work under a Local Teaching Permit that will remain in effect as long as the approving Superintendent is in the District. When a new Superintendent comes on board, those individuals will be reviewed by the new Superintendent for possible resubmission to the board for approval.
- **Non-Certified Core Teachers:** Individuals hired to teach a CORE subject (Math, Reading/ELA, Science, Social Studies) will work under a TWO-Year Local Teaching Permit. This allows the individual time to complete an Alt Cert Program to obtain Full State Certification.
- Industry Based and Non-Certified Core Teachers will be employed on an at-will basis. They are not eligible for a Chapter 21 contract per SBEC Guidelines. Although Board Policy DC and DCD (Local) give the Superintendent hiring authority, the District will present all individuals to the Board for their approval before employment.
- This will allow more flexibility in our scheduling and more options for our students in class offerings.

Detroit ISD will continue to seek highly qualified, certified educators for each position.

- A. To best serve students, decisions on teacher qualifications will be made locally by the supervisor and the Superintendent.*
- B. Allow District Teaching Permit (local certification) based on skills and experiences*

outside the traditional teacher certification pathway. An individual with certain qualifications who is not certified as a teacher can be eligible to teach in hard to fill positions including but not limited to:

- A. Advanced courses to be taught by individuals qualified to teach at the college and university level*
- B. ELAR*
- C. Math and Science*
- D. Career & Technical Education (CTE) courses*
- C. Qualifications that will be used to determine eligibility for local certification:*
 - 1. Professional work experience*
 - 2. Formal training and education in the content area*
 - 3. Active, relevant professional industry certification or registration*
 - 4. Combination of work experience, training and education*
 - 5. Demonstrate successful experience working with students*
- 4. The Superintendent will then approve the request if they believe the individual possesses the knowledge, skills and experience required of the position and feel the individual could be an asset to students. Employment is based upon Board approval.*
- 5. An employee working under a District Teaching Permit (local certification) will be paid in accordance with district guidelines.*
- 6. An employee working under a District Teaching Permit (local certification) will be appraised under the same teacher appraisal system as required of all certified teachers.*
- 7. An employee working under a District Teaching Permit (local certification) will adhere to the same professional standard, ethics and requirements of all certified teachers.*

***Special Education and Bilingual/ESL Teachers must continue to be SBEC certified and these positions are not eligible for the District Teaching Permit.*

4. Teacher Probationary Contracts

(DCA LEGAL) (TEC 21.102 (b))

Currently

TEC 21.102(b) states that a probationary contract may not exceed one year for a person who has been employed as a teacher in public education for at least five of the eight years preceding employment by the district.

Proposed

Detroit ISD believes this period of time may not be sufficient to evaluate the teacher's effectiveness in the classroom since teacher contract timelines demand that employment decisions must be made prior to the availability of end-of-year classroom and student data.

Upon exemption from TEC 21.102(b), all contract employees may be subject to the probationary period set out in TEC21.102(c), in order to allow more time for the District to fairly and thoroughly assess an employee's performance.

5. Transfer Students

FDA (LOCAL) (TEC 25.036) (TEC 37.007)(TEC 37.008)

Currently Under Texas Education Code 25.001, a district may choose to accept, as transfers, students who are not entitled to enroll in the district. Under TEC 25.036, a transfer is interpreted to be for a period of one school year.

Proposed

Detroit ISD maintains a transfer policy under FDA (LOCAL) requiring nonresident students wishing to transfer to file a transfer application each school year. In approving transfer requests, the availability of space and instructional staff, availability of programs and services, the student's disciplinary history, attendance, grades, and assessment scores are all evaluated. TEC 25.036 has been interpreted to establish the acceptance of a transfer student as a one-year commitment by the district. The district is seeking to eliminate the provision of a one-year commitment in accepting transfer applications. On rare occasions that include but are not limited to the following: suspensions, (in or out of school), DAEP assignment, expulsion, habitual code of conduct violations, and attendance issues, Detroit ISD will seek exemption from the one-year transfer commitment.

6. Disciplinary Alternative Education Programs/Suspensions

FOCA (LEGAL), FOB (LEGAL) (TEC 37.008)(TEC 37.007)

Currently

The Texas Education Code requires each school district to provide a disciplinary alternative education program that provides for the students who are assigned to that program to be separated from students who are not assigned to the program.

Proposed

While Detroit would make every attempt to comply with the existing education code, exemption from this requirement would allow the district to better utilize staff and facilities by allowing junior high and high school DAEP students to attend the same classroom as junior high and high school In School Suspension students when necessary.

Currently

The Texas Education Code states that an elementary student may not be placed in a DAEP with any other student who is not an elementary student. However, students younger than 10 may only be placed in a DAEP if they commit an expellable offense under 37.007.

Proposed

Exemption from this requirement would allow the district to make common sense decisions about which students are age appropriate to be in the same room together and allow the district to better utilize existing staff and facilities in the event of an elementary DAEP placement.

Currently

The Texas Education Code requires Disciplinary Alternative Education Programs to employ only teachers who meet all certification requirements.

Proposed

Exemption from this requirement would allow the district to better utilize staff. In the event that we need to use our DAEP teacher in other academic areas throughout the day, it would really benefit the district to be able to use teachers who are not certified in all areas during those class periods in DAEP.

7. Certified Teacher in Disciplinary Alternative Education Program (DAEP)

TEC 37.008

Currently

The Texas Education Code states that Districts shall employ only teachers who meet all certification requirements established under Subchapter B (Purpose), Chapter 21 Educators.

Proposed

The District is seeking exemption from the requirement of a certified DAEP teacher. The District has historically had a limited number of students assigned to DAEP. Currently, depending on the length/severity of the DAEP placement, students are assigned either online courses or provided computer/paperwork assignments from their general ed teachers. Certified teachers are available and work with the DAEP instructor and/or students as needed to ensure completion and understanding of assignments.

8. Designation of Campus Behavior Coordinator

(TEC 37.0012)

Currently

TEC37.0012 restricts local decision making by requiring one person to be designated as the Campus Behavior Coordinator. This requirement limits the campuses from allowing the person most suitable to address the student's needs to make disciplinary decisions (TEC37.0012)

Proposed

The DISD middle and elementary campuses share a school counselor located in the middle school. High School has their own separate facility with a counselor housed there. In our small rural setting, it is beneficial for Detroit ISD to allow any one of these individuals to work with the social and emotional development of the students, which includes changed behavior through disciplinary action. Detroit ISD will not name one campus behavior coordinator per campus, but rather will assess each situation and determine the most appropriate professional staff member to work with the student to promote social and emotional growth. Any authority, responsibility or duty granted via TEC 37.0012 to a Campus Behavior Coordinator shall be exercised by other appropriate school officials.

9. Criminal Trespassing – Unauthorized Persons: Refusal of Entry, Ejection, Identification

TEC 37.105

Currently

Districts must maintain a record of each verbal warning issued, including the name of the person to whom the warning was issued and the date of issuance. At the time a person is refused entry to or ejected from a school district's property, the district must provide the person with written appeal process.

Proposed

To better ensure the safety and security of students and staff at Detroit ISD, we propose the district be exempt from the requirement to maintain a record of each verbal warning nor be required to provide written information on the appeal process.

Additional stipulations:

- The District will attempt to provide written notice to persons who are subject to refusal for entry or for removal from district property/facilities in situations where the administrator on site feels it is reasonable and safe to do so.
- Campus and district administrators, as well as District Police Officers may refuse to allow a person to enter or may eject a person from any property under the district's control in accordance with the law.
- An appeal notice must be filed with the Superintendent, in writing, and submitted to the Administration Office for review.

10. Bank Depository Contract

TEC 45.205 and TEC 45.206

Currently

The District must renew its depository contract every two years. The two-year contract term begins and ends in odd-numbered years. The District must use a uniform bid or proposal blank in the form prescribed by the State Board of Education.

Proposed

The District is seeking this exemption to allow the District's banking contract to be expended beyond the allowable contract term, if the District determines contract-pricing remains competitive and there is no operational or financial reason to send the banking services out for bid.

The benefit of this exemption is the administrative burden related to preparing and reviewing a Request for Proposal (RFP) when there is a limited number of banking instructions available to bid on the District's business. DISD will go out for bid if it is determined that contract-pricing is not competitive and there is an operational or financial reason to do so. The District will continue with two-year contracts for our banking depository.

11. Local School Health Advisory Council (SHAC)

TEC 28.004(d-1)

Currently

The TEC states that the local school health advisory council shall meet at least four times each year.

Proposed

The district will be exempt from this requirement, which would allow flexibility in the make-up of the committee as well as determining the amount of meetings per year. The District employs only 1 Registered Nurse for the entire district who remains current with health issues, especially those affecting public schools. The members of the local health advisory council will determine how often the committee should meet; however, the committee shall meet at least once per year with additional meetings scheduled as needed.